Equal Employment Opportunity (EEO), Diversity, Discrimination and Harassment

HOW WE PERCEIVE OTHERS

POSITIVE??? + Like us

NEGATIVE??? + Not like us

EQUAL
RIGHTS

EQUAL EMPLOYMENT OPPORTUNITY (EEO)

EEO: THE CONCEPT

Equal:

- Of same measure, quantity, amount or number
- Alike in quality, nature or status
- Alike for each member of a group, class or society

Employment:

- Activity in which one engages or is employed
- An instance of such activity
- Act of employing; state of staying employed

EEO: THE CONCEPT

Opportunity:

- A favorable juncture of circumstances
- A good chance for advancement or progress

EEO: The Legal Definition

- Providing equal opportunity in employment on the basis of merit and fitness without regard to race, color, religion, sex, national origin, age and/or disability.

AFFIRMATIVE EMPLOYMENT

- Provides equal opportunity in employment for all technician personnel or applicants for employment with the National Guard, **and**
- Prohibits discrimination in all aspects of its personnel policies, programs, practices and operations and of all its working conditions and relationships with employee and applicants for employment

AFFIRMATIVE EMPLOYMENT

- Employment decisions must be made using EEO provisions under the law
- The Responsible Team:
  - ~Staffer
  - ~State Equal Employmen Management (SEEM)
  - ~Supervisor

DISCRIMINATION

Definition:

To provide different treatment or to show favoritism on a basis other than individual merit

EEO vs. DIVERSITY

SEXUAL HARASSMENT

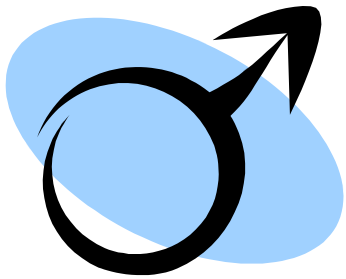
1) Influencing, offering to influence, or threatening the career, pay or job of another person in exchange for sexual favors;
2) Deliberate or repeated offensive comments, gestures or physical contact of a sexual nature in a work or duty related environment; and
3) Conduct which interferes with an individual's performance or creates an intimidating, hostile or offensive environment

TYPES OF SEXUAL HARRASSMENT

1) *Quid Pro Quo:* related to terms of conditions of employment and/or an employment decision; “something for something”
2) *Hostile Work Environment:* relates to a disruptive and/or offensive work environment

SEXUAL HARASSMENT VICTIMS

- Originally ~ Women
- Later ~ Men
- Most recently ~ Same Sex



PREVENT SEXUAL HARRASSMENT

- Examine your own personal behavior
- Show respect for individuals regardless of your or their work position
- Provide an environment free of intimidating hostility or psychological stress;
- Control social interactions so that they do not interfere with productivity; and
- Take corrective action(s) whenever sexual behavior is displayed

SEXUAL HARRASSMENT IS…

Inappropriate

Disrespectful

Illegal

Resolve conflicts at the lowest level

Explore options to improve relationships

Sensitize yourself & your subordinates

Promote positive human relations

Eliminate unacceptable behavior

Consider organization & employee needs

Teach non-discrimination & EO skills

EEO PROGRAM RESPONSIBILITIES

The State Equal Employment Manager (SEEM) manages and directs the program through EEO counselors…

- Who are trained to serve as a bridge between management and employees for EEO matters
- Whose primary objective is to attempt an informal resolution of all complaints brought before them
- Who must be perceived by both parties as

EEO COMPLAINT PROCESS

1. Technician has 45 days to file a complaint with an EEO Counselor
2. The EEO Counselor then has 30 days to conduct an informal inquiry; attempt an informal resolution (60 extra days if ADR process is attempted)
3. If resolution is not reached, a formal complaint may be filed
4. In that case, the AG requests a formal investigation

EEO COMPLAINT PROCESS

5. Investigator conducts formal investigation and prepares/presents formal ROI
6. The AG or designee meets/holds a discussion with the complainant
7. If no resolution at that time, complainant may request a final decision by NGB within 30 days
8. If complainant is dissatisfied with NGB decision, the complainant can file a civil action within 180 days from the

MEDIATION PROCESS

- Non-controversial in nature
- Provided through the skills of a trained mediator (not typically from within the direct chain of command)
- Allow parties involved to arrive at what each of them agree is the best resolution
- Permits the complainant to still pursue a formal complaint if not satisfied with the process

SUPERVISOR/MANAGER EEO RESPONSIBILITIES

- Understand the goals of the EEO Program and actively participate in accomplishing these goals
- Create a work environment free of discrimination
- Develop a positive, problem-solving approach to handling discrimination

EQUAL EMPLOYMENT OPPORTUNITY (EEO)

Questions